FIVE PILLARS OF WORK RESILIENCE: OVERCOMING WORK STRESS

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COVID-19 pandemic has caused devastating social, economic, and psychological disruption leading to relational, economic, and mental health catastrophe. It leads to mild to severe mental health problems (Ducker, 2021). It is stated that fear, worry, and even stress are the typical responses of human beings to threats and uncertainties of life. For the working class, the situation contributes to their sources of stress leading to anxiety and withdrawal from reality. Therefore, it is a relevant issue to address to help employees cope with their situation or increase their resilience at work.

There are many contributory factors why employees experience stress. In the typical setup, these can be brought about by long working engagement and heavy workloads. Changes in the organization and tight deadlines also can cause a mental disturbance. Personal-related influences like job insecurity, lack of insecurity, and monotonous schedule add to the stress. However, the concern of being exposed to the virus is the biggest contributor to stress. Personal obligations related to family needs while working can also explain why they fall into anxiety. Managing different work assignments and accessibility to the tools and equipment needed in their jobs can lead to stress. Thus, these are inevitable circumstances that one is prone to experience.

There are many ways to be resilient in one’s workplace. There are three (3) personal pillars of resilience. These are self-awareness, mindfulness, self-care, positive relationship, and purpose.

Self-awareness. It is the ability of a person to take an honest perspective or look at his own life (Kaiser, 2020). It is having a vivid understanding of one’s personality which
includes his strengths and weaknesses. It also includes his emotions, motivation, and beliefs. An employee who is fully aware of themself knows when to go on if they can continue or rest when they are tired. They know when to ask others to help and take the chance to do it on their own. They are not immediately influenced by external factors that might lead them to stress, for everything is in control. An employee with high self-awareness is an efficient member of the organization. They know when to “sharpen their saw.”

Mindfulness. It is defined as an essential human ability to be aware of what is being done (Brown & Ryan, 2003). Employees do not overreact to things that are happening. They know how to control their emotions but acknowledge their failures. They do not provide immediate judgment out of their feelings. They think wisely because they know anything decided out of extreme happiness or sadness may not result in a good decision. A mindful employee stays calm when confronted with a problem. They practice tranquility but not indifference to what is happening. They stop and reflect to decide well and to cope up with the situation.

Self-Care. It is defined as the manner of preserving or improving one’s health (WHO, 2020). Employees who practice self-care are preventive, not corrective. They take all necessary precautions to prevent any physical and mental sickness. During this pandemic, working in the office makes them susceptible to getting sick, but they battle it with personal conviction that “prevention is better than cure.” It is also outward care. Care for others by also promoting their well-being through acknowledgment and commendation. However, the situation prevents a more personal action from expressing concern, simple gestures of concern.

Self-awareness, mindfulness, and self-care are just a few of many ways of increasing work resilience. Nonetheless, these are realistic circumstances; still, there are ways to increase resilience at work. It is because resilience is the ability of a human person to overcome the difficulties of life (Hurley, 2020). A human person can recover from the challenges he has
experienced. Therefore, it is not just conceptualized as a coping mechanism but a procedure or process of adapting when faced with significant sources of stress. A resilient person is aware of their situation, themselves through their behavior, and those around them. Promoting work resilience in overcoming work stress (Burton, 2020).

References:


